

**LEGISLATIVE SERVICES AGENCY  
OFFICE OF FISCAL AND MANAGEMENT ANALYSIS**

200 W. Washington, Suite 301  
Indianapolis, IN 46204  
(317) 233-0696  
<http://www.in.gov/legislative>

**FISCAL IMPACT STATEMENT**

**LS 6736**

**BILL NUMBER:** HB 1095

**NOTE PREPARED:** Dec 27, 2009

**BILL AMENDED:**

**SUBJECT:** Employee Personal Leave

**FIRST AUTHOR:** Rep. Dvorak

**BILL STATUS:** As Introduced

**FIRST SPONSOR:**

**FUNDS AFFECTED:** X GENERAL  
X DEDICATED  
X FEDERAL

**IMPACT:** State & Local

**Summary of Legislation:** This bill provides that certain employees of certain employers are entitled to take: (1) 24 hours of paid leave; and (2) 16 hours of unpaid leave; in a 12-month period.

**Effective Date:** July 1, 2010.

**Explanation of State Expenditures:** The impact on the state would be as an employer and on the Department of Labor to investigate and resolve complaints.

*State as an Employer-* The bill should have no fiscal impact on the state as an employer since the state provides more than the required minimum. The following are the state leave benefits:

1. Vacation Leave: Up to 90 hours earned per year, 7.5 hours per month. Bonus vacation leave after 5, 10, and 20 years of service.
2. Sick Leave: Up to 67.5 hours earned per year.
3. Personal Leave: Up to 22.5 hours earned per year.
4. Holidays: 12 holidays per year.
5. Other Paid Leave: Funeral leave, jury duty, and military leave.
6. Family Leave: Up to 12 weeks of unpaid leave per year for family care, adoption, or childbirth.
7. Community Service Leave: To promote the direct involvement of state employees in public services in their community through volunteer efforts.

*Department of Labor-* The other state impact would be to the Department of Labor to investigate and resolve complaints by employees about employers. The impact would depend on the number of complaints filed and

the time it takes to resolve the complaint. The bill's requirements are within the agency's routine administrative functions and should be able to be implemented with no additional appropriations, assuming near customary agency staffing and resource levels.

**Explanation of State Revenues:**

**Explanation of Local Expenditures:** The impact on local units would be as an employer.

**Explanation of Local Revenues:**

**State Agencies Affected:** All.

**Local Agencies Affected:** All.

**Information Sources:** <http://www.in.gov/spd/2385.htm>.

**Fiscal Analyst:** Chuck Mayfield, 317-232-4825.